

# Gloor & Company LLC

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## Federal Rates and Limits

### FICA

Social Security (OASDI) Wage Base	\$127,200
Medicare (HI) Wage Base	No Limit
Social Security (OASDI) Percentage	6.2%
Medicare (HI) Percentage	1.45% (2.35% for individuals earning over \$200,000)
Maximum Employee Social Security (OASDI) Withholding	\$7,886.40
Maximum Medicare (HI) Withholding	No Limit
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$16,920
<b>Amount of AGI Causing SS Benefits to be Taxable (85%)</b>	
Married/Filing Jointly	\$44,000
Single	\$34,000

### Retirement Contributions

Maximum Elective Deferral to 401(k) and 403(b)	\$18,000
Maximum Elective Deferral to SIMPLE IRA Plans	\$12,500
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$54,000
Maximum Annual Contribution to Keogh or SEP-IRA	\$54,000
Maximum Annual Compensation Taken into Account for Contributions	\$270,000
Threshold Amount for Definition of Highly Compensated Employees	\$120,000
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$175,000
<b>Catch Up Contribution Limits (Individuals at least age 50 by EOY)</b>	
401(k) Plans	\$6,000
SIMPLE Plans	\$3,000

### Federal Minimum Wage

**\$7.25**

FLSA employers are required to follow federal minimum wage rules when the state minimum wage is less than the federal minimum wage.

### Mileage Rates

Business	53.5¢ / mile
Medical	17¢ / mile
Moving	17¢ / mile
Charitable	14¢ / mile

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## State Rates and Limits

State	State Supplemental Withholding Rate	State Unemployment Taxable Wage Base Limit	State Unemployment Rate Range for Employers <small>(Rates include applicable agency surcharges. Reimbursable and exempt employers not included)</small>	State Unemployment New Employer Rate <small>Rates do not include surcharges unless noted</small>	State Hourly Minimum Wage	State Minimum Wage for Tipped Employees
Ohio	3.50%	\$9,000	0.9% - 9.4%	2.7% New Employer, 6.2% construction	\$8.15	\$4.08
Pennsylvania	3.07%	\$9,750	2.6434% - 15.0977%	3.6785% New Employer, 10.1947% Construction	\$7.25	\$2.83
West Virginia	3% - 6.5%****	\$12,000	1.5% - 8.5%	2.7% In-State New Employer, 8.5% Out-of-State Construction	\$8.75	\$2.62***

\*Rates vary by industry. \*\*Rates include surcharges. \*\*\*Special rules apply to minimum wage standards for this state. Please refer to state laws. \*\*\*\*For specific rate please reference the state withholding tables.

Data known as of January 5th, 2017. This publication is designed to provide accurate and authoritative information in regard to the subject matter covered. It is furnished with the understanding that the publisher is not engaged in rendering legal, accounting, or other professional services. If legal advice or other expert services are required, the services of a competent professional should be sought.

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